

Appendices

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APPENDIX A

City of Alexandria Compensation Philosophy

The Compensation Philosophy was recommended by the Council Committee on the Watson Wyatt Report. This Council Committee reviewed compensation issues during the FY 1998 budget deliberations. City Council held a public hearing on the Compensation Philosophy on May 17, 1997, and adopted this final Compensation Philosophy on May 27, 1997.

Overview

The statement of compensation philosophy is intended to provide a broad framework for the City Council, management, employees and the citizens in order to understand and guide decisions that affect pay. It is designed to reflect the importance public employees play in the delivery of services and programs to this community, that compensation is a clear measure of that importance; and that there is fair and equitable treatment of all employees, regardless of race, gender, or disability, and in accordance with EEO/AA goals. In addition, the statement establishes the commitment and necessity to maintain comparability with jurisdictions who are most likely to affect recruitment and retention of employees.

Competitiveness and Comparability

The intent of the compensation philosophy is to maintain a competitive compensation program in order to attract, retain and motivate qualified employees. To that end, the following principles govern compensation programs:

- ◆ Pay programs are intended to be competitive at a minimum with the minimum, mid-point and maximum salaries, with emphasis on the mid-point, of comparator organizations in the primary labor market. The primary labor market is currently defined as the Washington Metropolitan area Counties of Arlington, Fairfax, Prince William, Montgomery and Prince George's.
- ◆ The City Manager may recommend that other comparators should be used (e.g., Commonwealth of Virginia, agencies of the Federal government, or private sector employers or industry groups) where information from the primary labor market is considered insufficient to attract and retain specific positions or classification groups.
- ◆ The City will use benchmark jobs to obtain information on minimum, mid-point and maximum salary for an assessment of pay competitiveness through reliably published compensation survey data.
- ◆ Every five years, the City Manager will request the Personnel Department to conduct a market study of benchmark positions to determine the competitive posture of the organization, and propose a plan of action, if needed, to bring any classes or classification series into competitive alignment and/or to address employee retention and turnover as needed. At any time the City Manager determines that any job classification needs to be reviewed more frequently than once every five years, necessary action may be taken to address the market position of such job.

- ◆ If a mid-point salary analysis shows that a position falls below market averages to the extent that attracting and retaining qualified employees may be jeopardized, the City Manager will propose action necessary to align the class with the competitive labor market for implementation at the next fiscal year or sooner, if financially feasible.

General Salary Adjustments

Annually, the City Manager will recommend a budget for general salary adjustments that is based upon:

- ◆ Overall competitive posture of the organization.
- ◆ Cost-of-living changes, as determined by the CPI-U-DC (Consumer Price Index-Urban-for the Washington Metropolitan Area, published monthly by the U.S. Department of Labor, Bureau of Labor Statistics).
- ◆ Comparator organizations in the primary labor market.
- ◆ Financial affordability.

Pay Scales

The City Manager will promulgate two pay scales that include steps, one for public safety and one for general City employees. The pay scales will provide information on salary increases within a particular grade that an employee may expect from year-to-year if performing satisfactorily. Both the public safety and general City employee pay scales will have the same progression rules and step increases.

For all employees, the percentage increases in the salary schedule from year-to-year will not be the same amount every year in a particular grade, but will have some variability to reflect length of service and base salaries. To attract and retain employees in the early years of service, while base salaries are still relatively low, the percentage increase may be higher than for more senior employees, who are performing satisfactorily, and gaining more experience and providing even greater value to the City, but have a higher base salary. However, in all cases, employees will know the number of years necessary to reach maximum pay in a particular grade, performance expectations to advance in-grade, and career development opportunities to advance to another grade.

The specific pay scales will be competitive with the minimum, mid-point and maximum salaries for the primary labor market, and will be adjusted whenever necessary to maintain market competitiveness.

Salary increases from the pay scale are a function of satisfactory performance and are based on merit. All employees should be made aware that such increases are a recognition of performance that meets or exceeds expectations. Performance standards and supervisory evaluations should stress that merit increases are not automatic.

Career Development Increases

The City Manager will direct the Personnel Department to develop a structure to provide salary increases to recognize the attainment of career levels and developmental milestones that assure that the City's career positions are paid comparably with those in the primary labor market. Such a structure enables existing employees in career ladder programs within the City to receive pay increases in addition to merit, and enables the City to target its pay to those employees who do grow in skill and capability to meet increased job responsibilities.

Education and Tuition Assistance

An objective in the compensation philosophy is to encourage and support advanced study, education and degree attainment for job-related courses and programs. The City Manager will direct the Personnel Department to prepare and disseminate procedures for applying for and receiving education and tuition assistance, including the academic grades or measures necessary for an employee to be reimbursed and the type of course work that is authorized. The amount to be budgeted for this program will be the average cost per employee of the budgets for the primary comparator jurisdictions.

Incentives

It is also the intent of the compensation philosophy to provide significant financial incentives for extraordinary and exemplary performance in two categories. First, with the recommendation of the City Manager and the approval of the City Council, an employee may be given a taxable cash award ranging from \$1,000 to \$10,000. Such awards are to be given only in those instances where performance or contributions are deemed unique, truly extraordinary, and significantly beneficial to the City.

Second, there should be a program for rewarding employees at any time who demonstrate exemplary performance significantly beyond the job expectations. Taxable cash awards in this category may be given to a maximum of \$500, with typical awards being between \$100 and \$250. The City Manager should recommend a specific budget allocation to be made available for awards in this category, with procedures for determining selection of incentive awards.

In either category, these awards are one-time cash awards and should not be considered increases in base salary or benefits.

Exceptions

Nothing in this compensation philosophy statement should be construed as a required benefit in the event that the City experiences a decline in revenue or revenue growth lower than the projected increase in expenses. "Revenue" is currently defined as the two largest components of operating revenue: the real property tax base and the projected total personal property tax base.

Appendix B

General Salary Schedule Effective July 1, 2006 - June 30, 2007

Living Wage

For certain eligible positions, starting in FY 2002 City Council's Living Wage principles were applied to the General Salary scale. The Living Wage rate is adjusted annually and is now \$12.66 per hour. Eligible employees have been moved to steps within their grade so that their wage rate is at least \$12.66 per hour. The salary scale below notes the minimum salaries where the Living Wage rate has been established for eligible positions.

Step/ Grade	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
1	*****	*****	*****	*****	*****	*****	27,205	28,157	29,143	30,163	30,857	31,566	32,292	33,035	33,795	34,572
2	*****	*****	*****	*****	26,534	27,463	28,424	29,419	30,448	31,514	32,239	32,980	33,739	34,515	35,309	36,121
3	*****	*****	*****	26,443	27,765	28,737	29,743	30,784	31,862	32,977	33,735	34,511	35,305	36,117	36,948	37,797
4	*****	*****	26,348	27,665	29,048	30,065	31,117	32,206	33,333	34,500	35,294	36,105	36,936	37,785	38,654	39,543
5	*****	*****	27,561	28,939	30,386	31,449	32,550	33,689	34,868	36,089	36,919	37,768	38,637	39,525	40,434	41,364
6	*****	27,451	28,823	30,264	31,777	32,890	34,041	35,232	36,465	37,742	38,610	39,498	40,406	41,336	42,286	43,259
7	27,360	28,728	30,165	31,673	33,257	34,421	35,626	36,872	38,163	39,499	40,407	41,336	42,287	43,260	44,255	45,273
8	28,637	30,069	31,572	33,151	34,808	36,027	37,288	38,593	39,943	41,342	42,292	43,265	44,260	45,278	46,320	47,385
9	30,073	31,577	33,155	34,813	36,554	37,833	39,157	40,528	41,946	43,415	44,413	45,435	46,480	47,549	48,642	49,761
10	31,389	32,959	34,607	36,337	38,154	39,489	40,872	42,302	43,783	45,315	46,357	47,423	48,514	49,630	50,772	51,939
11	32,871	34,515	36,241	38,053	39,955	41,354	42,801	44,299	45,850	47,455	48,546	49,663	50,805	51,973	53,169	54,392
12	34,421	36,142	37,949	39,846	41,839	43,303	44,819	46,387	48,011	49,691	50,834	52,003	53,199	54,423	55,675	56,955
13	36,048	37,851	39,743	41,730	43,817	45,350	46,938	48,580	50,281	52,040	53,237	54,462	55,714	56,996	58,307	59,648
14	37,868	39,762	41,750	43,837	46,029	47,640	49,308	51,033	52,820	54,668	55,926	57,212	58,528	59,874	61,251	62,660
15	39,756	41,744	43,831	46,023	48,324	50,015	51,766	53,578	55,453	57,394	58,714	60,064	61,446	62,859	64,305	65,784
16	41,748	43,835	46,027	48,328	50,745	52,521	54,359	56,262	58,231	60,269	61,655	63,073	64,524	66,008	67,526	69,079
17	43,832	46,024	48,325	50,742	53,279	55,143	57,073	59,071	61,138	63,278	64,734	66,223	67,746	69,304	70,898	72,528
18	46,028	48,329	50,745	53,283	55,947	57,905	59,932	62,029	64,200	66,447	67,976	69,539	71,138	72,775	74,448	76,161
19	48,325	50,741	53,278	55,942	58,739	60,795	62,923	65,125	67,404	69,763	71,368	73,009	74,689	76,406	78,164	79,962
20	50,738	53,275	55,939	58,736	61,673	63,831	66,065	68,377	70,771	73,248	74,932	76,656	78,419	80,222	82,068	83,955
21	53,276	55,939	58,736	61,673	64,757	67,023	69,369	71,797	74,310	76,911	78,680	80,489	82,341	84,234	86,172	88,154
22	55,935	58,732	61,669	64,752	67,990	70,369	72,832	75,381	78,020	80,750	82,608	84,508	86,451	88,440	90,474	92,555
23	58,733	61,670	64,753	67,991	71,391	73,889	76,475	79,152	81,922	84,790	86,740	88,735	90,776	92,864	94,999	97,184
24	61,667	64,750	67,988	71,387	74,957	77,580	80,295	83,106	86,014	89,025	91,073	93,167	95,310	97,502	99,745	102,039
25	64,744	67,981	71,380	74,949	78,696	81,451	84,302	87,252	90,306	93,467	95,616	97,816	100,065	102,367	104,721	107,130
26	67,983	71,382	74,952	78,699	82,634	85,526	88,520	91,618	94,825	98,143	100,401	102,710	105,072	107,489	109,961	112,490
27	71,186	74,745	78,483	82,407	86,527	89,556	92,690	95,934	99,292	102,767	105,131	107,549	110,022	112,553	115,142	117,790
28	74,745	78,483	82,407	86,527	90,853	94,033	97,324	100,731	104,256	107,905	110,387	112,926	115,523	118,180	120,899	123,679
29	78,486	82,410	86,530	90,857	95,400	98,739	102,194	105,771	109,473	113,305	115,911	118,577	121,304	124,094	126,948	129,868
30	82,406	86,526	90,852	95,395	100,164	103,670	107,299	111,054	114,941	118,964	121,700	124,499	127,363	130,292	133,289	136,354
31	86,520	90,846	95,388	100,158	105,166	108,846	112,656	116,599	120,680	124,904	127,776	130,715	133,721	136,797	139,944	143,162
32	90,846	95,388	100,158	105,166	110,424	114,289	118,289	122,429	126,714	131,149	134,166	137,251	140,408	143,638	146,941	150,321
33	95,388	100,158	105,166	110,424	115,945	120,003	124,203	128,551	133,050	137,707	140,874	144,114	147,429	150,819	154,288	157,837
34	100,158	105,166	110,424	115,945	121,742	126,003	130,414	134,978	139,702	144,592	147,917	151,320	154,800	158,360	162,003	165,729
35	105,166	110,424	115,945	121,742	127,830	132,304	136,934	141,727	146,687	151,821	155,313	158,886	162,540	166,278	170,103	174,015

Appendix C

Police Salary Schedule Effective July 1, 2006 - June 30, 2007

Step/ Grade	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
1	29,483	30,957	32,505	34,131	35,837	37,091	38,390	39,733	41,124	42,563	43,542	44,544	45,568	46,616	47,689	48,785
2	30,774	32,313	33,928	35,625	37,406	38,715	40,070	41,473	42,924	44,427	45,448	46,494	47,563	48,657	49,776	50,921
3	32,227	33,838	35,530	37,307	39,172	40,543	41,962	43,431	44,951	46,524	47,594	48,689	49,809	50,954	52,126	53,325
4	33,746	35,433	37,205	39,065	41,018	42,454	43,940	45,478	47,069	48,717	49,837	50,984	52,156	53,356	54,583	55,838
5	35,341	37,108	38,964	40,912	42,958	44,461	46,017	47,628	49,295	51,020	52,194	53,394	54,622	55,878	57,164	58,478
6	37,126	38,982	40,931	42,978	45,127	46,706	48,341	50,033	51,784	53,596	54,829	56,090	57,380	58,700	60,050	61,431
7	38,977	40,926	42,972	45,120	47,376	49,035	50,751	52,527	54,366	56,268	57,563	58,886	60,241	61,626	63,044	64,494
8	40,929	42,976	45,124	47,381	49,750	51,491	53,293	55,158	57,089	59,087	60,446	61,836	63,258	64,713	66,202	67,724
9	42,973	45,122	47,378	49,747	52,234	54,062	55,954	57,913	59,940	62,038	63,464	64,924	66,417	67,945	69,508	71,106
10	45,125	47,381	49,750	52,238	54,850	56,770	58,757	60,813	62,942	65,144	66,643	68,176	69,744	71,348	72,989	74,667
11	47,377	49,746	52,233	54,845	57,587	59,603	61,689	63,848	66,083	68,395	69,969	71,578	73,224	74,908	76,631	78,394
12	49,743	52,230	54,842	57,584	60,463	62,579	64,770	67,037	69,383	71,811	73,463	75,153	76,881	78,649	80,458	82,309
13	52,231	54,842	57,585	60,464	63,487	65,709	68,009	70,389	72,853	75,403	77,137	78,911	80,726	82,583	84,482	86,425
14	54,838	57,580	60,459	63,482	66,656	68,989	71,404	73,903	76,490	79,167	80,988	82,851	84,756	86,706	88,700	90,740
15	57,582	60,461	63,484	66,658	69,991	72,441	74,976	77,600	80,316	83,127	85,039	86,995	88,996	91,043	93,137	95,279
16	60,458	63,481	66,655	69,988	73,487	76,059	78,721	81,476	84,328	87,279	89,287	91,340	93,441	95,590	97,789	100,038
17	63,474	66,648	69,980	73,479	77,153	79,854	82,649	85,541	88,535	91,634	93,742	95,898	98,103	100,360	102,668	105,029
18	66,650	69,983	73,482	77,156	81,014	83,849	86,784	89,821	92,965	96,219	98,432	100,696	103,012	105,381	107,805	110,285
19	69,790	73,280	76,944	80,791	84,831	87,800	90,873	94,053	97,345	100,752	103,069	105,440	107,865	110,346	112,884	115,480
20	73,280	76,944	80,791	84,830	89,072	92,190	95,416	98,756	102,212	105,790	108,223	110,712	113,258	115,863	118,528	121,254
21	76,947	80,794	84,834	89,075	93,529	96,803	100,191	103,697	107,327	111,083	113,638	116,252	118,926	121,661	124,459	127,322
22	80,790	84,829	89,071	93,524	98,200	101,637	105,195	108,877	112,687	116,631	119,314	122,058	124,865	127,737	130,675	133,681

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Appendix D

Sheriff Salary Schedule Effective July 1, 2006 - June 30, 2007

Step/ Grade	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
1	29,483	30,957	32,505	34,131	35,837	37,091	38,390	39,733	41,124	42,563	43,542	44,544	45,568	46,616	47,689	48,785
2	30,774	32,313	33,928	35,625	37,406	38,715	40,070	41,473	42,924	44,427	45,448	46,494	47,563	48,657	49,776	50,921
3	32,227	33,838	35,530	37,307	39,172	40,543	41,962	43,431	44,951	46,524	47,594	48,689	49,809	50,954	52,126	53,325
4	33,746	35,433	37,205	39,065	41,018	42,454	43,940	45,478	47,069	48,717	49,837	50,984	52,156	53,356	54,583	55,838
5	35,341	37,108	38,964	40,912	42,958	44,461	46,017	47,628	49,295	51,020	52,194	53,394	54,622	55,878	57,164	58,478
6	37,126	38,982	40,931	42,978	45,127	46,706	48,341	50,033	51,784	53,596	54,829	56,090	57,380	58,700	60,050	61,431
7	38,977	40,926	42,972	45,120	47,376	49,035	50,751	52,527	54,366	56,268	57,563	58,886	60,241	61,626	63,044	64,494
8	40,929	42,976	45,124	47,381	49,750	51,491	53,293	55,158	57,089	59,087	60,446	61,836	63,258	64,713	66,202	67,724
9	42,973	45,122	47,378	49,747	52,234	54,062	55,954	57,913	59,940	62,038	63,464	64,924	66,417	67,945	69,508	71,106
10	45,125	47,381	49,750	52,238	54,850	56,770	58,757	60,813	62,942	65,144	66,643	68,176	69,744	71,348	72,989	74,667
11	47,377	49,746	52,233	54,845	57,587	59,603	61,689	63,848	66,083	68,395	69,969	71,578	73,224	74,908	76,631	78,394
12	49,743	52,230	54,842	57,584	60,463	62,579	64,770	67,037	69,383	71,811	73,463	75,153	76,881	78,649	80,458	82,309
13	52,231	54,842	57,585	60,464	63,487	65,709	68,009	70,389	72,853	75,403	77,137	78,911	80,726	82,583	84,482	86,425
14	54,838	57,580	60,459	63,482	66,656	68,989	71,404	73,903	76,490	79,167	80,988	82,851	84,756	86,706	88,700	90,740
15	57,582	60,461	63,484	66,658	69,991	72,441	74,976	77,600	80,316	83,127	85,039	86,995	88,996	91,043	93,137	95,279
16	60,458	63,481	66,655	69,988	73,487	76,059	78,721	81,476	84,328	87,279	89,287	91,340	93,441	95,590	97,789	100,038
17	63,474	66,648	69,980	73,479	77,153	79,854	82,649	85,541	88,535	91,634	93,742	95,898	98,103	100,360	102,668	105,029
18	66,650	69,983	73,482	77,156	81,014	83,849	86,784	89,821	92,965	96,219	98,432	100,696	103,012	105,381	107,805	110,285
19	69,790	73,280	76,944	80,791	84,831	87,800	90,873	94,053	97,345	100,752	103,069	105,440	107,865	110,346	112,884	115,480
20	73,280	76,944	80,791	84,830	89,072	92,190	95,416	98,756	102,212	105,790	108,223	110,712	113,258	115,863	118,528	121,254
21	76,947	80,794	84,834	89,075	93,529	96,803	100,191	103,697	107,327	111,083	113,638	116,252	118,926	121,661	124,459	127,322
22	80,790	84,829	89,071	93,524	98,200	101,637	105,195	108,877	112,687	116,631	119,314	122,058	124,865	127,737	130,675	133,681

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Appendix E

Fire Salary Schedule Effective July 1, 2006 - June 30, 2007

Step/ Grade	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
1	29,483	30,957	32,505	34,131	35,837	37,091	38,390	39,733	41,124	42,563	43,542	44,544	45,568	46,616	47,689	48,785
2	30,774	32,313	33,928	35,625	37,406	38,715	40,070	41,473	42,924	44,427	45,448	46,494	47,563	48,657	49,776	50,921
3	32,227	33,838	35,530	37,307	39,172	40,543	41,962	43,431	44,951	46,524	47,594	48,689	49,809	50,954	52,126	53,325
4	33,746	35,433	37,205	39,065	41,018	42,454	43,940	45,478	47,069	48,717	49,837	50,984	52,156	53,356	54,583	55,838
5	35,341	37,108	38,964	40,912	42,958	44,461	46,017	47,628	49,295	51,020	52,194	53,394	54,622	55,878	57,164	58,478
6	37,126	38,982	40,931	42,978	45,127	46,706	48,341	50,033	51,784	53,596	54,829	56,090	57,380	58,700	60,050	61,431
7	38,977	40,926	42,972	45,120	47,376	49,035	50,751	52,527	54,366	56,268	57,563	58,886	60,241	61,626	63,044	64,494
8	40,929	42,976	45,124	47,381	49,750	51,491	53,293	55,158	57,089	59,087	60,446	61,836	63,258	64,713	66,202	67,724
9	42,973	45,122	47,378	49,747	52,234	54,062	55,954	57,913	59,940	62,038	63,464	64,924	66,417	67,945	69,508	71,106
10	45,125	47,381	49,750	52,238	54,850	56,770	58,757	60,813	62,942	65,144	66,643	68,176	69,744	71,348	72,989	74,667
11	47,377	49,746	52,233	54,845	57,587	59,603	61,689	63,848	66,083	68,395	69,969	71,578	73,224	74,908	76,631	78,394
12	49,743	52,230	54,842	57,584	60,463	62,579	64,770	67,037	69,383	71,811	73,463	75,153	76,881	78,649	80,458	82,309
13	52,231	54,842	57,585	60,464	63,487	65,709	68,009	70,389	72,853	75,403	77,137	78,911	80,726	82,583	84,482	86,425
14	54,838	57,580	60,459	63,482	66,656	68,989	71,404	73,903	76,490	79,167	80,988	82,851	84,756	86,706	88,700	90,740
15	57,582	60,461	63,484	66,658	69,991	72,441	74,976	77,600	80,316	83,127	85,039	86,995	88,996	91,043	93,137	95,279
16	60,458	63,481	66,655	69,988	73,487	76,059	78,721	81,476	84,328	87,279	89,287	91,340	93,441	95,590	97,789	100,038
17	63,474	66,648	69,980	73,479	77,153	79,854	82,649	85,541	88,535	91,634	93,742	95,898	98,103	100,360	102,668	105,029
18	66,650	69,983	73,482	77,156	81,014	83,849	86,784	89,821	92,965	96,219	98,432	100,696	103,012	105,381	107,805	110,285
19	69,790	73,280	76,944	80,791	84,831	87,800	90,873	94,053	97,345	100,752	103,069	105,440	107,865	110,346	112,884	115,480
20	73,280	76,944	80,791	84,830	89,072	92,190	95,416	98,756	102,212	105,790	108,223	110,712	113,258	115,863	118,528	121,254
21	76,947	80,794	84,834	89,075	93,529	96,803	100,191	103,697	107,327	111,083	113,638	116,252	118,926	121,661	124,459	127,322
22	80,790	84,829	89,071	93,524	98,200	101,637	105,195	108,877	112,687	116,631	119,314	122,058	124,865	127,737	130,675	133,681

Please note: Appendices B, C, D and E that are published here are rounded to allow all the information to fit in the space available. For the non-rounded numbers, please refer to the City of Alexandria Classification and Pay Plans published annually by the Classification and Compensation Division of the Personnel Services Department.

Appendix F

General Schedule Classification Plan

CLASS

CODE CLASS TITLE

OCCUPATIONAL GROUP

PAY PLAN: ADMINISTRATIVELY DETERMINED

5093	Admin. Aide/City Council	Administrative, Clerical and Office Services
2733	Assistant Court Administrator	Legal, Paralegal and Kindred
1030	City Attorney	Legal, Paralegal and Kindred
1071	City Clerk and Clerk of Council	Administrative, Clerical and Office Services
1096	City Manager	Policy Determining
1028	Clerk of the Circuit Court	Legal, Paralegal and Kindred
1029	Commonwealth's Attorney	Legal, Paralegal and Kindred
1090	Council Member	Policy Determining
2295	Court Administrator	Legal, Paralegal and Kindred
1139	Deputy City Clerk	Administrative, Clerical and Office Services
2254	Deputy Court Administrator	Legal, Paralegal and Kindred
1012	Director/Public Health	Medical, Dental, Hospital and Public Health
5385	Intern	Miscellaneous Occupations
1088	Mayor	Policy Determining
1089	Vice Mayor	Policy Determining
6002	Workshop Participant	Miscellaneous Occupations

General Schedule Classification Plan

GRADE AND SALARY: 01

\$27,205.21 to \$34,572.19

5013 Clinical Psychologist Trainee

Social Science and Welfare

GRADE AND SALARY: 02

\$26,533.91 to \$36,120.75

6015 Clerk I

Administrative, Clerical and Office Services

8020 Custodian

Equipment, Facilities and Services

8025 Laborer I

Equipment, Facilities and Services

5019 Library Page

Library and Archives

8015 Locker Room Attendant

Equipment, Facilities and Services

6001 Messenger

Administrative, Clerical and Office Services

GRADE AND SALARY: 03

\$26,443.32 to \$37,797.29

6069 Assistant Registrar I

Miscellaneous Occupations

6021 Delivery Clerk

Administrative, Clerical and Office Services

8040 Driver

Equipment, Facilities and Services

5554 Library Aide

Library and Archives

8035 Refuse Collector

Equipment, Facilities and Services

GRADE AND SALARY: 04

\$26,347.51 to \$39,543.37

8002 Apprentice Tree Trimmer

Equipment, Facilities and Services

6016 Clerk II

Administrative, Clerical and Office Services

6025 Clerk Typist I

Administrative, Clerical and Office Services

8003 Food Services Worker

Equipment, Facilities and Services

8044 Motor Vehicle Operator

Equipment, Facilities and Services

6062 Receptionist/Telephone Operator

Administrative, Clerical and Office Services

6032 Records Center Clerk

Administrative, Clerical and Office Services

8065 Traffic Services Worker I

Equipment, Facilities and Services

GRADE AND SALARY: 05

\$27,560.76 to \$41,364.26

6050 Account Clerk I

Accounting, Budget and Finance

6070 Assistant Registrar II

Miscellaneous Occupations

8082 Automotive Parts Driver

Equipment, Facilities and Services

6060 Data Entry Operator I

Automatic Data Processing

8030 Laborer II

Equipment, Facilities, and Services

6005 Mail Distribution/
Duplication Clerk

Administrative, Clerical and Office Services

5008 Program Aide I

Social Science and Welfare

5038 Recreation Leader I

Recreation

5116 School Crossing Guard

Public Safety and Education

8011 Security Monitor

Public Safety and Education

General Schedule Classification Plan

GRADE AND SALARY: 06

\$27,450.56 to \$43,258.82

5073	Adult Health Care Activities Assistant	Social Science and Welfare
6026	Clerk Typist II	Administrative, Clerical and Office Services
8001	Cook	Equipment, Facilities and Services
6505	Data Entry Operator II	Automatic Data Processing
6030	Medical Records Assistant	Administrative, Clerical and Office Services
6038	Personnel Clerk I	Personnel Management and Employee Relations
6089	Property Clerk	Public Safety and Enforcement
8016	Rod and Chain Operator	Engineering and Architecture

GRADE AND SALARY: 07

\$27,360.46 to \$45,272.67

6051	Account Clerk II	Accounting, Budget and Finance
3067	Assistant Food Services Specialist	Equipment, Facilities and Services
7004	Automotive Services Worker	Equipment, Facilities and Services
6023	Automotive Parts Specialist	Equipment, Facilities and Services
8041	Bus Driver	Equipment, Facilities and Services
5032	Case Aide	Social Science and Welfare
6027	Clerk Typist III	Administrative, Clerical and Office Services
3176	Electronic Publishing Office Specialist I	Automatic Data Processing
8045	Equipment Operator I	Equipment, Facilities and Services
5540	Laboratory Aide	Medical, Dental, Hospital and Public Health
5022	Library Assistant I	Library and Archives
5028	Museum Aide I	Information and Arts
5542	Pharmacy Assistant	Medical, Dental, Hospital and Public Health
5011	Program Aide II	Social Science and Welfare
6047	Records Clerk	Administrative, Clerical and Office Services
7006	Traffic Services Worker II	Equipment, Facilities and Services

GRADE AND SALARY: 08

\$28,636.99 to \$47,384.91

8004	Building Services Assistant	Engineering and Architecture
6008	Client Intake Services Worker	Administrative, Clerical and Office Services
3074	Computer Operator I	Automatic Data Processing
8052	Horticultural Assistant	Biological Sciences
5024	Library Assistant II	Library and Archives
8017	Maintenance Worker	Equipment, Facilities and Services
6039	Personnel Clerk II	Personnel Management and Employee Relations
5125	Parking Enforcement Officer I	Public Safety and Enforcement
5036	Recreation Leader II	Recreation
5016	Residential Detox Counselor I	Social Science and Welfare
6318	Secretary I	Administrative, Clerical & Office Services

General Schedule Classification Plan

3064	X-ray Technician	Medical, Dental, Hospital and Public Health
5063	Youth Advisor	Social Science and Welfare

GRADE AND SALARY: 09

\$30,072.99 to \$49,761.04

3179	Assistant Impounding Officer I	Public Safety and Enforcement
6071	Assistant Registrar III	Miscellaneous Occupations
5531	Communication Clerk/T&ES	Administrative, Clerical and Office Services
5006	Coordinator/Fleet Maintenance	Equipment, Facilities and Services
7010	Equipment Operator II	Equipment, Facilities and Services
5540	Lab Aide	Medical, Dental, Hospital & Public Health
7005	Laborer III	Equipment, Facilities and Services
3802	Mental Health/Mental Retardation Technician I	Social Science and Welfare
5029	Museum Aide II	Information and Arts
5074	Museum Technician	Information and Arts
5007	Planning Assistant I	Planning and Urban Development
6014	Police Services Clerk	Public Safety and Enforcement
5548	Public Health Nurse Aide	Medical, Dental, Hospital & Public Health
7002	Sign Fabricator	Equipment, Facilities and Services
3001	Supervisory Custodian	Equipment, Facilities and Services

GRADE AND SALARY: 10

\$31,389.42 to \$51,939.29

6052	Account Clerk III	Accounting, Budget and Finance
3075	Computer Operator II	Automatic Data Processing
3816	Dental Assistant	Medical, Dental, Hospital & Public Health
7033	Equipment Maintenance Specialist	Equipment, Facilities and Services
5121	Horticultural Specialist	Biological Sciences
6909	Legal Secretary I	Administrative, Clerical and Office Services
5026	Library Assistant III	Library and Archives
3796	Licensed Practical Nurse	Medical, Dental, Hospital and Public Health
3198	Medical Records Technician	Administrative, Clerical and Office Services
7045	Offset Press Operator I	Equipment, Facilities and Services
5126	Parking Enforcement Officer II	Public Safety and Enforcement
5035	Recreation Leader III	Recreation
3215	Sanitation Inspector	Public Safety and Enforcement
6319	Secretary II	Administrative, Clerical and Office Services
3818	Supervisory Bus Driver	Equipment, Facilities and Services
5448	Supervisor/Shelter	Social Science and Welfare
7035	Traffic Services Worker III	Equipment, Facilities and Services
3213	Transit Services Assistant	Transportation and Environmental Services

General Schedule Classification Plan

GRADE AND SALARY: 11		\$32,871.47 to \$54,391.61
5111	Administrative Technician	Administrative, Clerical and Office Services
4109	Assistant Dockmaster	Business and Industry
3160	Assistant Impounding Officer II	Public Safety and Enforcement
7018	Carpenter	Equipment, Facilities and Services
3188	code Enforcement Inspector I	Engineering and Architecture
3095	Coordinator/Building Services I	Equipment, Facilities and Services
5120	Crime Prevention Technician	Public Safety and Enforcement
6506	Data Entry Operator III	Automatic Data Processing
3181	Electronic Publishing Office Specialist II	Automatic Data Processing
3140	Eligibility Worker I	Social Science and Welfare
3045	Engineering Aide I	Engineering and Architecture
6043	Executive Secretary	Administrative, Clerical and Office Services
3219	Fire Training Assistant	Personnel Management and Employee Relations
7015	Heavy Equipment Operator	Equipment, Facilities and Services
5023	Library Associate I	Library and Archives
6869	Management Information Clerk	Automatic Data Processing
3804	Mental Health/Mental Retardation Technician II	Social Science and Welfare
3123	Personnel Assistant	Personnel Management and Employee Relations
6024	Personnel Clerk III	Personnel Management and Employee Relations
5550	Pharmacy Technician	Medical, Dental, Hospital and Public Health
5009	Planning Assistant II	Planning and Urban Development
5127	Parking Enforcement Officer II	Public Safety and Enforcement
3207	Purchasing Technician	Procurement and Supply
5105	Residential Counselor	Social Science and Welfare
5017	Residential Detox Counselor II	Social Science and Welfare
3267	Revenue Collection Specialist I	Business and Industry
7034	Tree Trimmer	Equipment, Facilities and Services
GRADE AND SALARY: 12		\$34,420.72 to \$56,955.11
3206	Account Clerk IV	Accounting, Budget and Finance
7007	Apprentice Mechanic	Equipment, Facilities and Services
3071	Computer Operator III	Automatic Data Processing
3146	Community Services Specialist I	Social Science and Welfare
3231	Contract Technician	Procurement and Supply
3100	Coordinator/Building Services II	Equipment, Facilities and Services
3763	Emergency Communications Technician	Public Safety and Enforcement
3835	ITS Scheduler/Operations Librarian	Automatic Data Processing
7050	Offset Press Operator II	Equipment, Facilities and Services
3153	Park Facilities Specialist	Equipment, Facilities and Services

General Schedule Classification Plan

3137	Planning Technician	Planning and Urban Development
3197	Police Driving Instructor	Public Safety and Enforcement
2137	Rehabilitation Vocational Counselor I	Social Science and Welfare
6034	Secretary III	Administrative, Clerical and Office Services
3195	Special Police Officer	Public Safety and Enforcement
3126	Supervisory Account Clerk	Accounting, Budget and Finance
3831	Supervisory/School Crossing Guard	Public Safety and Enforcement
2453	Therapeutic Recreation Leader	Medical, Dental, Hospital and Public Health
7040	Traffic Signal Repair Technician	Equipment, Facilities and Services

GRADE AND SALARY: 13

\$36,048.10 to \$59,647.89

2291	Administrative Assistant	Administrative Clerical and Office Services
3235	Assessment Records Specialist	Business and Industry
3150	Building Systems Technician	Equipment, Facilities and Services
3025	Caseworker	Social Science and Welfare
3223	Coordinator/Family Advocacy Project	Social Science and Welfare
2601	Curator I	Information and Arts
3205	Electronic Publishing Office Specialist III	Automatic Data Processing
3148	Code Enforcement Inspector II	Engineering and Architecture
3155	Employment and Training Specialist	Social Science and Welfare
3192	Engineering Aide II	Engineering and Architecture
3065	Epidemiology Program Representative	Medical, Dental, Hospital and Public Health
7031	Facilities Maintenance Specialist	Equipment, Facilities and Services
3244	Food Services Specialist	Equipment, Facilities and Services
3815	Impounding Officer	Public Safety and Enforcement
6910	Legal Secretary II	Administrative Clerical and Office Services
5025	Library Associate II	Library and Archives
3161	Personnel Technician	Personnel Management and Employee Relations
3082	Real Estate Appraiser I	Business and Industry
5034	Recreation Leader IV	Recreation
2334	Recreation Specialist	Recreation
2319	Relocation Advisor I	Housing
3268	Revenue Collection Specialist II	Business and Industry
3121	Sewer Inspector (TV)	Equipment, Facilities and Services
5113	Supervisory Administrative Technician	Administrative, Clerical and Office Services
3248	Supervisory/Battered Women Shelter	Social Science and Welfare
3008	Supervisor/Labor	Equipment, Facilities and Services

General Schedule Classification Plan

3201	Supervisory/Parking Enforcement Officer	Public Safety and Enforcement
3120	Supervisor/Records	Administrative, Clerical and Office Services
2040	Supervisor/Recreation Leader I	Recreation
3273	Surveillance Officer	Engineering and Architecture
3038	Survey Instrument Operator	Engineering and Architecture
3099	Traffic Survey Technician	Transportation and Environmental Services
3824	Victim-Witness Specialist I	Legal, Paralegal and Kindred

GRADE AND SALARY: 14

\$37,868.29 to \$62,659.72

3115	Accounting Technician	Accounting, Budget and Finance
3225	Assistant Superintendent/ Solid Waste	Equipment, Facilities and Services
7020	Automotive Mechanic	Equipment, Facilities and Services
3157	Automotive Services Advisor	Equipment, Facilities and Services
3189	Code Enforcement Inspector II	Engineering and Architecture
3106	Coordinator/Building Services III	Equipment, Facilities and Services
3836	Customer Support Engineer I	Automatic Data Processing
4110	Dockmaster	Business and Industry
3239	Emergency Management Outreach Specialist	Public Safety and Enforcement
3860	Latent Print Examiner	Public Safety and Enforcement
3839	Law Clerk I	Legal, Paralegal and Kindred
2612	Museum Education Specialist	Information and Arts
3832	Outreach/Prevention Specialist	Social Science and Welfare
3196	Police Range Officer	Public Safety and Enforcement
3142	Senior Eligibility Worker	Social Science and Welfare
3236	Senior Planning Technician	Planning and Urban Development
5110	Senior Residential Counselor	Social Science and Welfare
3232	Supervisory Cartographer	Planning and Urban Development
3041	Supervisor/Equipment Maintenance	Equipment, Facilities and Services
3260	Supervisor/Facilities Maintenance	Equipment, Facilities and Services
3028	Supervisor/Mail Distribution/ Duplication	Administrative, Clerical and Office Services
3169	Supervisor/Maintenance Project	Equipment, Facilities and Services
6044	Supervisory Secretary III	Administrative, Clerical and Office Services
2354	Therapist I	Social Science and Welfare
3233	Traffic Signal Repair Technician	Equipment, Facilities and Services
3101	Traffic Operations Technician	Transportation and Environmental Services
3825	Victim-Witness Specialist II	Legal, Paralegal and Kindred
5061	Volunteer Developer	Social Science and Welfare
3304	Zoning Inspector	Planning and Urban Development

General Schedule Classification Plan

GRADE AND SALARY: 15

\$39,756.25 to \$65,783.69

2316	Accountant I	Accounting, Budget and Finance
2371	Administrative Assistant/Mayor	Administrative, Clerical and Office Services
2339	Administrative Officer I	Administrative, Clerical and Office Services
2279	Assistant Director/ADHCC	Social Science and Welfare
3116	Assistant Superintendent/ Construction and Maintenance	Equipment, Facilities and Services
3113	Assistant Superintendent/ Transportation	Transportation and Environmental Services
3097	Buyer I	Procurement and Supply
2080	Civil Engineer I	Engineering and Architecture
3202	Community Services Specialist II	Social Science and Welfare
2315	Consumer and Citizens' Affairs Investigator	Business and Industry
2409	Contract Administrator	Procurement and Supply
3776	Contract Procurement Specialist	Business and Industry
2719	Coordinator/Employment Services	Social Science and Welfare
2327	Coordinator/Youth Services	Public Safety and Enforcement
2401	Educational Assistant	Social Science and Welfare
3141	Eligibility Fraud Investigator	Social Science and Welfare
2263	Fiscal Analyst	Accounting, Budget and Finance
3193	Hack Inspector	Public Safety and Enforcement
2309	Human Rights Investigator	Legal, Paralegal and Kindred
2231	Landscape Architect	Engineering and Architecture
2072	Librarian I	Library and Archives
2311	Landlord/Tenant Investigator	Housing
2055	Nutritionist	Medical, Dental, Hospital and Public Health
2338	Police Personnel Recruiter	Personnel Management and Employee Relations
3813	Polygraph Examiner	Public Safety and Enforcement
5545	Public Information Specialist	Information and Arts
2344	Recycling Program Specialist	Transportation and Environmental Services
3125	Research Historian	Library and Archives
2258	Safety Officer	Business and Industry
2292	Supervisory Administrative Assistant	Administrative, Clerical and Office Services
3768	Supervisory Emergency Communications Technician	Public Safety and Enforcement
2639	Telecommunications Specialist	Equipment Facilities, and Services
3015	T&ES Inspector I	Engineering and Architecture
3117	Traffic Computer Specialist	Automatic Data Processing
2092	Urban Planner I	Planning and Urban Development
3139	Vocational Services Specialist	Social Science and Welfare
2211	Youth Services Program Specialist	Social Science and Welfare

General Schedule Classification Plan

GRADE AND SALARY: 16		\$41,747.75 to \$69,078.97
3280 Assistant Superintendent/Parks and Facilities		Equipment, Facilities and Services
3290 Assistant Superintendent/Tree Maintenance		Equipment, Facilities and Services
3158 Automotive Diagnostician		Equipment, Facilities and Services
3834 Automotive Parts Manager		Equipment, Facilities and Services
2252 Behavior Management Specialist		Social Science and Welfare
2397 Coordinator/Employee Development Program		Personnel Management & Employee Relation
4023 Coordinator/Pool Site		Recreation
3837 Customer Supporter Engineer II		Automatic Data Processing
1174 Deputy Registrar		Miscellaneous Occupations
3184 Health and Community Education Specialist		Information and Arts
2163 Infant Development Specialist		Social Science and Welfare
3194 Lease Management Assistant		Business and Industry
2185 Management Analyst I		Administrative, Clerical and Office Services
3224 Park Manager		Equipment, Facilities and Services
2130 Personnel Analyst I		Personnel Management and Employee Relations
2060 Public Health Nurse I		Medical, Dental, Hospital and Public Health
2069 Registered Nurse		Medical, Dental, Hospital and Public Health
2244 Rehabilitation Vocational Counselor II		Social Science and Welfare
3269 Revenue Collection Specialist III		Business and Industry
2260 Sanitarian I		Medical, Dental, Hospital and Public Health
2449 Supervisor/Therapeutic Recreation Leader I		Medical, Dental, Hospital and Public Health
3234 Supervisor/Traffic Signal Repair		Equipment, Facilities and Services
3039 Survey Party Chief		Engineering and Architecture
3222 T&ES Inspector II		Engineering and Architecture
2452 Therapeutic Recreation Specialist		Medical, Dental, Hospital and Public Health
2355 Therapist II		Social Science and Welfare
2378 Transit Specialist		Transportation and Environmental Services
GRADE AND SALARY: 17		\$43,832.46 to \$72,528.47
2465 Arborist		Biological Sciences
2057 Audiologist		Medical, Dental, Hospital and Public Health
3190 Code Enforcement Inspector III		Engineering and Architecture
2357 Coordinator/Jury		Legal, Paralegal and Kindred
2128 Coordinator/Volunteer Services		Social Science and Welfare
2602 Curator II		Information and Arts
2297 Inmate Classification Counselor		Public Safety and Enforcement
2511 Internal Auditor I		Accounting, Budget and Finance

General Schedule Classification Plan

3047	Land Survey Analyst	Engineering and Architecture
2420	Law Clerk II	Legal, Paralegal and Kindred
2073	Librarian II	Library and Archives
3237	Maintenance and Renovation Specialist	Engineering and Architecture
7039	Master Electrician	Equipment, Facilities and Services
3107	Medical Laboratory Technician	Medical, Dental, Hospital and Public Health
2461	Naturalist I	Biological Sciences
2336	Police Personnel Specialist	Personnel Management and Employee Relations
3083	Real Estate Appraiser II	Business and Industry
2322	Relocation Advisor II	Housing
2030	Social Worker I	Social Science and Welfare
2349	Supervisory Administrative Officer I	Administrative, Clerical and Office Services
2690	Supervisor/Employment and Training	Social Science and Welfare
3063	Supervisor/Horticulture	Biological Sciences
2251	Supervisory Nutritionist	Medical, Dental, Hospital and Public Health
2041	Supervisor/Recreation Leader II	Recreation
3128	Supervisor/Technical	Equipment, Facilities and Services
3002	Superintendent/Refuse Collection	Equipment, Facilities and Services
3183	Superintendent/Refuse Disposal and Street Cleaning	Equipment, Facilities and Services

GRADE AND SALARY: 18

\$46,027.63 to \$76,160.78

2325	Assistant Vocational Services Manager	Social Science and Welfare
2306	Buyer II	Procurement and Supply
2082	Civil Engineer II	Engineering and Architecture
3180	Computer Programmer	Automatic Data Processing
2633	Computer Systems Analyst I	Automatic Data Processing
3773	Construction Field Representative	Engineering and Architecture
2352	Coordinator/ASAP	Legal, Paralegal and Kindred
2395	Coordinator I/Community Service Programs	Social Science and Welfare
3822	Coordinator I /Rehabilitation Loan	Housing
2470	Coordinator/Special Services	Recreation
3838	Customer Support Engineer III	Automatic Date Processing
3228	GIS Specialist	Planning and Urban Development
2307	Law Librarian	Library and Archives
3250	Network Engineer I	Automatic Data Processing
2514	Pharmacist I	Medical, Dental, Hospital and Public Health
3154	Plans Examiner	Engineering and Architecture

General Schedule Classification Plan

2410	Senior Contract Administrator	Procurement and Supply
2364	Supervisory Administrative Assistant to Counsel	Administrative, Clerical and Office Services
3220	Supervisory Automotive Mechanic/Advisor	Equipment, Facilities and Services
3217	Supervisory Graphic Artist	Information and Arts
3091	Supervisor/Personal Property Tax	Business and Industry
3226	T&ES Inspector III	Engineering and Architecture
2358	Transportation Information Specialist	Transportation and Environmental Services

GRADE AND SALARY: 19

\$48,324.63 to \$79,961.58

2317	Accountant II	Accounting, Budget and Finance
3819	Air Pollution Control Specialist	Transportation and Environmental Services
2129	Budget/Management Analyst I	Accounting, Budget and Finance
2737	Code Enforcement Engineer I	Engineering and Architecture
2743	Communications Officer	Information and Arts
2380	Computer Programmer/Analyst I	Automatic Data Processing
2644	Computer Systems Analyst II	Automatic Data Processing
2209	Coordinator/Assisted Residential Services	Social Science and Welfare
3129	Coordinator/Fire Emergency Communications	Public Safety and Enforcement
2234	Coordinator/Housing Program	Housing
2161	Coordinator/Vocational and Pre-vocational Services	Social Science and Welfare
2393	Epidemiologist	Medical, Dental, Hospital and Public Health
2341	Fiscal Officer I	Accounting, Budget and Finance
2119	Housing Analyst	Housing
2074	Librarian III	Library and Archives
2090	Mechanical Engineer	Engineering and Architecture
2131	Personnel Analyst II	Personnel Management and Employee Relations
2689	Program Analyst	Administrative, Clerical and Office Services
2363	Probation Officer	Public Safety and Enforcement
2285	Public Health Nurse II	Medical, Dental, Hospital and Public Health
2388	Public Safety Information Officer	Information and Arts
2415	Quality Assurance Specialist	Social Science and Welfare
2177	Real Estate Officer	Housing
2298	Records Administrator/Archivist	Administrative, Clerical and Office Services
2421	Records Manager	Administrative, Clerical and Office Services
3272	Revenue Collections Specialist IV	Business and Industry

General Schedule Classification Plan

2261	Sanitarian II	Medical, Dental, Hospital and Public Health
2394	Supervisor Alexandria Community Corrections Programs	Public Safety and Enforcement
3191	Supervisor/Code Enforcement Field	Information and Arts
2419	Supervisor/Community Affairs	Information and Arts
2026	Supervisor/Eligibility	Social Science and Welfare
3152	Supervisor/Existing Structure Inspector	Engineering and Architecture
3827	Supervisor/Identification	Public Safety and Enforcement
2333	Supervisor/Recreation Leader III	Recreation
2232	Supervisory Registered Nurse	Medical, Dental, Hospital and Public Health
3040	Superintendent/Construction and Maintenance	Equipment, Facilities and Services
3035	Superintendent/Parks and Facilities Maintenance	Equipment, Facilities and Services
3033	Superintendent/Transportation	Transportation and Environmental Services
2093	Urban Planner II	Planning and Urban Development
2736	Water Quality Comp Specialist	Transportation and Environmental Services

GRADE AND SALARY: 20

\$50,738.12 to \$83,955.11

2340	Administrative Officer II	Administrative, Clerical and Office Services
2801	Archaeologist	Information and Arts
2464	City Arborist	Biological Sciences
2084	Civil Engineer III	Engineering and Architecture
2740	Code Enforcement Engineer III	Engineering and Architecture
2655	Computer Systems Analyst III	Automatic Data Processing
2212	Coordinator/Community and Family Advocacy	Social Science and Welfare
2305	Coordinator/Emergency Planning	Public Safety and Enforcement
2730	Coordinator/Information Technology Services	Automatic Data Processing
2296	Program Coordinator	Social Science and Welfare
3823	Coordinator II /Rehabilitation Loan	Housing
2302	Coordinator/Site Plan/ Administrative Assistant	Planning and Urban Development
2403	Coordinator/Telecommunications	Equipment, Facilities, and Services
2229	Coordinator/Victim-Witness Assistance	Legal, Paralegal and Kindred
1230	Director/Adult Day Services Center	Social Science and Welfare

General Schedule Classification Plan

2276	Director/Elderly Assisted Living Program	Social Science and Welfare
2301	Early Childhood Development Training Specialist	Social Science and Welfare
2418	Emergency Management Analyst	Public Safety and Enforcement
2426	Emergency Management/Citizen Corporation Liaison	Public Safety and Enforcement
2342	Fiscal Officer II	Accounting, Budget and Finance
4098	Inmate Records/Classification Manager	Public Safety and Enforcement
2416	Librarian IV	Library and Archives
2186	Management Analyst II	Administrative, Clerical and Office Services
2460	Naturalist II	Biological Sciences
3251	Network Engineer II	Automatic Data Processing
2250	Nurse Practitioner	Medical, Dental, Hospital and Public Health
2560	Psychiatric Nurse	Medical, Dental, Hospital and Public Health
2286	Public Health Nurse III	Medical, Dental, Hospital and Public Health
2031	Social Worker II	Social Science and Welfare
2411	Space Planner	Planning and Urban Development
2413	Senior Probation Officer	Public Safety and Enforcement
3084	Senior Real Estate Appraiser	Business and Industry
3209	Supervisor/Electronic Publishing Office	Automatic Data Processing
2024	Supervisor/Business and Professional Licence	Business and Industry
2454	Supervisor/Fire Personnel	Personnel Management and Employee Relations
2335	Supervisor/Police Personnel and Training	Personnel Management and Employee Relations
2042	Supervisor/Recreation Leader IV	Recreation
2300	Supervisor/Revenue	Business and Industry
3266	Supervisor/Tax Services & Enforcement	Business and Industry
2450	Supervisor/Therapeutic Recreation Leader II	Medical, Dental, Hospital and Public Health
3229	Systems Programmer Specialist	Automatic Data Processing
2368	Traffic Signal Systems Engineer	Engineering and Architecture
2310	Transportation Planner	Transportation and Environmental Services
2348	Watershed Program Administrator	Engineering and Architecture
GRADE AND SALARY: 21		\$53,275.55 to \$88,163.75
2018	Assistant City Attorney I	Legal, Paralegal and Kindred
2015	Assistant Commonwealth's Attorney I	Legal, Paralegal and Kindred

General Schedule Classification Plan

2168	Budget/Management Analyst II	Accounting, Budget and Finance
2323	Buyer III	Procurement and Supply
2321	Circuit Court Law Clerk	Legal, Paralegal and Kindred
2741	Code Enforcement Engineer III	Engineering and Architecture
2379	Computer Programmer/Analyst II	Automatic Data Processing
2396	Coordinator II/Community Services Program	Social Science and Welfare
2162	Coordinator/Residential Services	Social Science and Welfare
1164	Coordinator/Transportation	Transportation and Environmental Services
1118	Director/Museum	Information and Arts
1148	Division Chief/Communications	Equipment, Facilities and Services
1017	Elections Administrator	Policy Determining
2417	Librarian V	Library and Archives
2107	Pharmacist II	Medical, Dental, Hospital and Public Health
2381	Radio System Manager	Public Safety and Enforcement
1070	Registrar	Policy Determining
2406	Supervisor/Business Tax Audit	Business and Industry
2369	Supervisor/Crime Analysis	Automatic Data Processing
2320	Supervisor/Financial Reporting	Accounting, Budget and Finance
2326	Supervisor/Fire Maintenance	Public Safety and Enforcement
2062	Supervisor/Public Health Nurse	Medical, Dental, Hospital and Public Health
2241	Supervisor/Recreation Leader V	Recreation
2709	Supervisory/Sanitarian	Medical, Dental, Hospital and Public Health
2367	Supervisor/Treasury	Accounting, Budget and Finance
2356	Therapist III	Social Science and Welfare
2384	Urban Designer	Planning and Urban Development
2094	Urban Planner III	Planning and Urban Development

GRADE AND SALARY: 22

\$55,935.23 to \$92,554.65

2362	Budget/Management Analyst III	Accounting, Budget and Finance
2308	Chief of Surveys	Engineering and Architecture
1107	City Archaeologist	Information and Arts
2386	Civil Engineer IV	Engineering and Architecture
2391	Computer Systems Analyst IV	Automatic Data Processing
1166	Consumer Affairs Administrator	Business and Industry
2290	Coordinator/Domestic Violence Program	Social Science and Welfare
2277	Coordinator/Long-Term Care Services	Social Science and Welfare
2324	Director/Alternative Programs	Public Safety and Enforcement
2281	Director/Residential Programs	Social Science and Welfare
1210	Division Chief/ITS Customer Services	Automatic Data Processing
2331	Human Services Program Administrator	Social Science and Welfare

General Schedule Classification Plan

2512	Internal Auditor II	Accounting, Budget and Finance
3255	Lotus Notes Support Engineer	Automatic Data Processing
3252	Network Engineer III	Automatic Data Processing
2083	Risk Manager	Business and Industry
2360	Senior Circuit Court Law Clerk	Legal, Paralegal and Kindred
2350	Supervisory Administrative Officer II	Administrative, Clerical and Office Services
2068	Supervisor/Court Services	Legal, Paralegal and Kindred
3171	Supervisor/Laboratory	Medical, Dental, Hospital and Public Health
2208	Supervisory Landscape Architect	Engineering and Architecture
2414	Supervisor/PIE Program	Social Science and Welfare
2687	Supervisory Program Analyst	Administrative, Clerical and Office Services
2032	Supervisory Social Worker	Social Science and Welfare
2373	Supervisory Therapist	Social Science and Welfare
2389	Supervisory Urban Planner	Planning and Urban Development

GRADE AND SALARY: 23

\$58,733.27 to \$97,184.47

1042	Affirmative Action Officer	Policy Determining
1086	Assistant to the City Manager	Administrative, Clerical and Office Services
2735	Business Facilitator	Business and Industry
2562	Clinical Psychologist I	Social Science and Welfare
2382	Computer Programmer/Analyst III	Automatic Data Processing
2370	Day Support Services Coordinator	Social Science and Welfare
2646	Database Administrator I	Automatic Data Processing
2565	Supervisor/Clinical Substance Abuse Services	Social Science and Welfare
2412	Engineering Supervisor	Engineering and Architecture
1160	Supervisor/Environmental Quality Program	Transportation and Environmental Services
2727	Web Architect	Automatic Data Processing

GRADE AND SALARY: 24

\$61,667.01 to \$102,038.86

2020	Assistant City Attorney II	Legal, Paralegal and Kindred
2016	Assistant Commonwealth's Attorney II	Legal, Paralegal and Kindred
2387	City Architect	Engineering and Architecture
2563	Clinical Psychologist II	Social Science and Welfare
2383	Computer Programmer/Analyst IV	Automatic Data Processing
2716	Coordinator/CJIS	Automatic Data Processing
1214	Coordinator/Emergency Management	Public Safety and Enforcement
2731	Coordinator/Organizational Development	Policy Determining

General Schedule Classification Plan

2734	Coordinator/Special Project/ Recreation	Administrative, Clerical and Office Services
2647	Database Administrator II	Automatic Data Processing
1067	Deputy Director/Office of Code Enforcement	Engineering and Architecture
1222	Director/Aging and Adult Services	Social Science and Welfare
1200	Director/ <i>Alexandria Works!</i>	Social Science and Welfare
1138	Director/Consultation and Education	Social Science and Welfare
1145	Director/Office for Early Childhood Development	Social Science and Welfare
1177	Director/Office of Economic Opportunities	Social Science and Welfare
1002	Director/Office of Employment and Training	Social Science and Welfare
1152	Director/Office on Youth	Social Science and Welfare
1167	Division Chief/Administrative Services	Administrative, Clerical and Office Services
1221	Division Chief/Capital Projects	Engineering and Architecture
1151	Division Chief/Construction	Engineering and Architecture
1209	Division Chief/Environmental Services	Transportation and Environmental Services
1181	Division Chief/Facilities Maintenance	Equipment, Facilities and Services
1225	Division Chief/GIS	Planning and Urban Development
1007	Division Chief/Housing Program Implementation	Housing
1034	Division Chief/Landlord-Tenant Relations	Housing
1940	Division Chief/Maintenance	Equipment, Facilities and Services
1933	Division Chief/Motor Equipment	Equipment, Facilities and Services
1149	Division Chief/Personnel Services	Personnel Management and Employee Relations
1228	Division Chief Quality Improvement	Social Science and Welfare
1041	Division Chief/Solid Waste	Equipment, Facilities and Services
1021	Division Chief/Treasury	Accounting, Budget and Finance
2728	Pension Administrator	Personnel Management and Employee Relations
1016	Purchasing Agent	Procurement and Supply
2422	Principal Development Planner	Planning and Urban Development
1016	Purchasing Agent	Procurement and Supply
1168	Supervisor/Chief of Eligibility	Social Science and Welfare
2559	Supervisor/Mental Health Team	Social Science and Welfare

General Schedule Classification Plan

GRADE AND SALARY: 25

\$64,743.72 to \$107,129.84

1229	Director/Acute Care Emergency Services Division	Social Science and Welfare
1162	Director/Community Support Program	Social Science and Welfare
1183	Director/Juvenile Mental Health Services Division	Social Science and Welfare
1204	Director/Office on Human Rights	Legal, Paralegal and Kindred
1099	Director/Office on Women	Social Science and Welfare
1131	Director/Outpatient Program/ Mental Health	Social Science and Welfare
1154	Director/Research and Evaluation	Social Science and Welfare
1620	Division Chief/Design	Engineering and Architecture
1051	Division Chief/Planning & Zoning	Planning and Urban Development
1134	Division Chief/Recreation	Recreation
1013	Division Chief/Revenue Administration	Business and Industry
1185	Division Chief/Transit Services	Transportation and Environmental Services
1038	Division Chief/Transportation	Transportation and Environmental Services
2343	Fiscal Officer III	Accounting, Budget and Finance

GRADE AND SALARY: 26

\$67,983.26 to \$112,490.23

2372	Assistant City Attorney III	Legal, Paralegal and Kindred
2377	Assistant Commonwealth's Attorney III	Legal, Paralegal and Kindred
1941	Deputy Director/General Services	Equipment, Facilities and Services
1047	Deputy Director/Library	Library and Archives
1170	Deputy Director/Office of Housing	Housing
1190	Deputy Director/Personnel Services	Personnel Management and Employee Relations
1197	Deputy Finance Director/ Comptroller	Accounting, Budget and Finance
2361	Director/Dental Services	Medical, Dental, Hospital and Public Health
1143	Director/Nursing	Medical, Dental, Hospital and Public Health
1227	Division Chief/Database Management	Automatic Data Processing
1226	Division Chief/Network Services	Automatic Data Processing
1216	Division Chief/Applications	Automatic Data Processing
1169	Chief Social Worker Supervisor	Social Science and Welfare

General Schedule Classification Plan

GRADE AND SALARY: 27

\$71,186.07 to \$117,789.82

1213	Associate Director/Acute and Emergency Services	Social Science and Welfare
1212	Associate Director/Administrative Services	Administrative, Clerical and Office Services
1211	Associate Director/Extended Care Services	Social Science and Welfare
2385	Assistant City Attorney IV	Legal, Paralegal and Kindred
2374	Assistant Commonwealth's Attorney IV	Legal, Paralegal and Kindred
1219	Deputy Director/Planning and Zoning	Planning and Urban Development
1936	Deputy Director/Real Estate Assessments	Business and Industry
1202	Deputy Director/Recreation and Natural Resources & Capital Projects	Recreation
1186	Deputy Director/Recreation/ Program Operations	Recreation
1635	Deputy Director/T&ES Engineering	Engineering and Architecture
1231	Director/Communications	Policy Determining
1135	Director/Court Services	Legal, Paralegal and Kindred
1216	Division Chief/Applications	Automatic Data Processing
1147	Division Chief/Environmental Health	Medical, Dental, Hospital and Public Health
1215	Division Chief/Network and Security Service	Automatic Data Processing
1188	Legislative Director	Policy Determining
1203	Special Assistant/Parks and Recreation	Recreation

GRADE AND SALARY: 28

\$74,745.33 to \$123,679.26

2376	Assistant City Attorney V	Legal, Paralegal and Kindred
2375	Assistant Commonwealth's Attorney V	Legal, Paralegal and Kindred
1063	Deputy Chief/Police	Public Safety and Enforcement
1189	Deputy Director/ITS	Automatic Data Processing
1636	Deputy Director/T&ES Operations	Transportation and Environmental Services
1208	Deputy Director/T&ES Transportation and Transit	Transportation and Environmental Services
1182	Deputy Fire Chief	Public Safety and Enforcement

General Schedule Classification Plan

1171	Director/Division of Community Programs	Social Science and Welfare
1196	Director/Division of Job Link	Social Science and Welfare
1059	Director/Office of Code Enforcement	Engineering and Architecture
1060	Director/Social Services Division	Social Science and Welfare
1058	Undersheriff	Public Safety and Enforcement
GRADE AND SALARY: 29		\$78,485.51 to \$129,868.02
2561	Clinical Psychiatrist	Medical, Dental, Hospital and Public Health
1132	Deputy Commonwealth's Attorney	Legal, Paralegal and Kindred
1091	Director/Office of Citizen Assistance	Policy Determining
1057	Director/Office of Historic Alexandria	Information and Arts
1056	Director/Real Estate Assessments	Business and Industry
1136	Medical Supervisor	Medical, Dental, Hospital and Public Health
GRADE AND SALARY: 30		\$82,405.57 to \$136,354.45
1023	Director/Finance	Accounting, Budget and Finance
1035	Director/General Services	Equipment, Facilities, and Services
1048	Director/Library	Library and Archives
1094	Director/Management & Budget	Accounting, Budget and Finance
1102	Director/Office of Housing	Housing
1066	Director/Personnel Services	Personnel Management and Employee Relations
1045	Director/Recreation, Parks and Cultural Activities	Recreation
2564	Senior Clinical Psychiatrist	Medical, Dental, Hospital and Public Health
GRADE AND SALARY: 31		\$86,519.92 to \$143,162.36
1032	Director/Human Services	Social Science and Welfare
1191	Director/ITS	Automatic Data Processing
1223	Director/Mental Health, Mental Retardation & Substance Abuse	Social Science and Welfare
1218	Director/Planning and Zoning	Planning and Urban Development
1039	Director/Transportation and Environmental Services	Transportation and Environmental Services
1079	Fire Chief	Public Safety and Enforcement
1062	Chief of Police	Public Safety and Enforcement
1098	Sheriff	Public Safety and Enforcement

General Schedule Classification Plan

GRADE AND SALARY: 32 \$90,846.11 to \$150,320.81

1095 Deputy City Manager Policy Determining

GRADE AND SALARY: 33 \$95,388.41 to \$157,836.85

GRADE AND SALARY: 34 \$100,157.83 to \$165,728.68

GRADE AND SALARY: 35 \$105,154.72 to \$174,015.11

Appendix G

Police Classification Plan

CLASS CODE	CLASS TITLE	OCCUPATIONAL GROUP
GRADE AND SALARY: 09		\$42,973.00 to \$71,106.34
4045	Police Officer I	Public Safety and Enforcement
4049	Police Officer II	Public Safety and Enforcement
GRADE AND SALARY: 10		45,125.13 to \$74,667.44
4046	Police Officer III	Public Safety and Enforcement
GRADE AND SALARY: 11		\$47,377.09 to \$78,393.71
4048	Police Officer IV	Public Safety and Enforcement
GRADE AND SALARY: 12		\$49,743.25 to \$82,308.91
4050	Police Corporal	Public Safety and Enforcement
GRADE AND SALARY: 14		\$54,838.46 to \$90,739.82
3057	Police Sergeant	Public Safety and Enforcement
GRADE AND SALARY: 16		\$60,457.85 to \$100,038.13
2012	Police Lieutenant	Public Safety and Enforcement
GRADE AND SALARY: 19		\$69,790.26 to \$115,480.22
2013	Police Captain	Public Safety and Enforcement

The Chief of Police and Deputy Chief of Police positions are reflected in the General Schedule Classification Plan (Appendix F).

Appendix H

Sheriff Classification Plan

CLASS CODE	CLASS TITLE	OCCUPATIONAL GROUP
GRADE AND SALARY: 09		\$42,973.00 to \$71,106.34
4091	Deputy Sheriff I	Public Safety and Enforcement
4096	Deputy Sheriff II	Public Safety and Enforcement
GRADE AND SALARY: 10		\$45,125.13 to \$74,667.44
4097	Deputy Sheriff III	Public Safety and Enforcement
GRADE AND SALARY: 11		\$47,377.09 to \$78,393.71
4099	Deputy Sheriff IV	Public Safety and Enforcement
GRADE AND SALARY: 14		\$54,838.46 to \$90,739.82
3056	Deputy Sheriff/Sergeant	Public Safety and Enforcement
GRADE AND SALARY: 16		\$60,457.85 to \$100,038.13
2181	Deputy Sheriff/Lieutenant	Public Safety and Enforcement
GRADE AND SALARY: 19		\$69,790.26 to \$115,480.22
2182	Deputy Sheriff/Captain	Public Safety and Enforcement
GRADE AND SALARY: 20		\$73,279.74 to \$121,254.16
1156	Deputy Sheriff/Chief	Public Safety and Enforcement

The Sheriff and Undersheriff positions are reflected in the General Schedule Classification Plan (Appendix F).

Appendix I

Fire Classification Plan

CLASS		
CLASS CODE	CLASS TITLE	OCCUPATIONAL GROUP
GRADE AND SALARY: 08		\$40,929.17 to \$67,724.48
3828	Emergency Rescue Technician I	Medical, Dental, Hospital and Public Health
GRADE AND SALARY: 09		\$42,973.00 to \$71,106.34
4075	Fire Fighter I	Public Safety and Enforcement
GRADE AND SALARY: 10		\$45,125.13 to \$74,667.44
3163	Deputy Fire Marshal I	Public Safety and Enforcement
3829	Emergency Rescue Technician II	Medical, Dental, Hospital and Public Health
4074	Fire Fighter II	Public Safety and Enforcement
GRADE AND SALARY: 12		\$49,743.25 to \$82,308.91
3164	Deputy Fire Marshal II	Public Safety and Enforcement
GRADE AND SALARY: 14		\$54,838.46 to \$90,739.82
3165	Deputy Fire Marshal III	Public Safety and Enforcement
3830	Emergency Rescue Technician III	Medical, Dental, Hospital and Public Health
3833	Fire Lieutenant	Public Safety and Enforcement
GRADE AND SALARY: 15		\$57,581.64 to \$95,278.91
3166	Deputy Fire Marshal/Chief	Public Safety and Enforcement
GRADE AND SALARY: 16		\$60,457.85 to \$100,038.13
2010	Fire Captain	Public Safety and Enforcement
GRADE AND SALARY: 18		\$66,650.25 to \$110,284.53
1077	Fire Marshal	Public Safety and Enforcement
GRADE AND SALARY: 19		\$69,790.26 to \$115,480.22
1116	Fire Battalion Chief	Public Safety and Enforcement

The Fire Chief and Deputy Fire Chief positions are reflected in the General Schedule Classification Plan (Appendix F).

Appendix J

FY 2007 Approved City Holidays July 1, 2006 - June 30, 2007

Independence Day	Tuesday	July 4, 2006
Labor Day	Monday	September 4, 2006
Columbus Day	Monday	October 9, 2006
Thanksgiving Day	Thursday	November 23, 2006
Day after Thanksgiving (in lieu of Veteran's Day)	Friday	November 24, 2006
Christmas Eve (observed)	Monday	December 25, 2006
Christmas Day (observed)	Tuesday	December 26, 2006
New Year's Holiday (observed)	Monday	January 1, 2007
Martin Luther King, Jr. Day	Monday	January 15, 2007
President's Day	Monday	February 19, 2007
Memorial Day (observed)	Monday	May 28, 2007